



COACH | kate spade | STUART WEITZMAN

## **Tapestry, Inc. 2019 Communication on Progress**

### **United Nations Global Compact**

**2 October 2019**

#### **CEO Statement**

It has been one year since Tapestry signed the United Nations Global Compact (“UNGC”) to align our strategies and operations with universal principles on human rights, labor, the environment, and anti-corruption. The UNGC shaped our 2025 Corporate Responsibility Goals—driving action across Tapestry as we work to achieve these goals. We are engaging our 21,000 employees, our business partners, and suppliers to embrace these Ten Principles. This engagement has strengthened our social and environmental impact across our corporate offices, partners, customers, stores, and our supply chain.

At Tapestry, Corporate Responsibility is part of our DNA and influences everything we do—from product development to our philanthropic work, and how we engage with the communities in which we live and operate. Tapestry’s Corporate Responsibility program, *Our Social Fabric*, consists of three strategic pillars—Our People, Our Planet and Our Communities. We recognize that contributing to a world that is inclusive, sustainable and safe is a responsibility that falls on all of us.

This is an ongoing process, but I am pleased with our progress. Attached to this cover note, you will find a listing of the UNGC Ten Principles along with steps we have taken to make progress against each Principle. The UNGC enables us, together with our peers across many industries, to make tangible and positive change where it matters.

Thank you for establishing a roadmap that helps guide our efforts on these important initiatives.

A handwritten signature in blue ink, appearing to read "J. Zeitlin".

Jide J. Zeitlin  
Chairman and Chief Executive Officer  
Tapestry, Inc.

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Focus Area	Global Compact Principle	Implementation & Measurement	Relevant GRI Standard
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	<p>Supplier Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5">https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5</a></p> <p>UK Modern Slavery &amp; California Transparency in Supply Chains Act Statement: <a href="https://www.tapestry.com/california-transparency-act-uk-modern-slavery-act-statement/">https://www.tapestry.com/california-transparency-act-uk-modern-slavery-act-statement/</a></p> <p>Corporate Responsibility Report: <a href="https://www.tapestry.com/responsibility/resources/">https://www.tapestry.com/responsibility/resources/</a></p> <p>Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e">https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e</a></p>	102-16
	Principle 2: Make sure that they are not complicit in human rights abuses.	<p>Supplier Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5">https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5</a></p> <p>UK Modern Slavery &amp; California Transparency in Supply Chains Act Statement: <a href="https://www.tapestry.com/california-transparency-act-uk-modern-slavery-act-statement/">https://www.tapestry.com/california-transparency-act-uk-modern-slavery-act-statement/</a></p> <p>Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e">https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e</a></p>	412-1
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<p>Supplier Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5">https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5</a></p> <p>Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e">https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e</a></p>	407-1
	Principle 4: The elimination of all forms of forced and compulsory labor.	<p>Supplier Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5">https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5</a></p> <p>UK Modern Slavery &amp; California Transparency in Supply Chains Act Statement:</p>	409-1

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		<a href="https://www.tapestry.com/california-transparency-act-uk-modern-slavery-act-statement/">https://www.tapestry.com/california-transparency-act-uk-modern-slavery-act-statement/</a>	
	Principle 5: The effective abolition of child labor.	Supplier Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5">https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5</a>	408-1
	Principle 6: The elimination of discrimination in respect of employment and occupation.	Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e">https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e</a>  Supplier Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5">https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5</a>  Open to All Pledge: <a href="http://www.opentoall.com/business-members/">http://www.opentoall.com/business-members/</a>	Non-Discrimination 103
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	Supplier Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5">https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5</a>  Corporate Responsibility Report: <a href="https://www.tapestry.com/responsibility/resources/">https://www.tapestry.com/responsibility/resources/</a>	Materials 103, Water 103, Emissions 103, Effluents and Waste 103
	Principle 8: Undertake initiatives to promote greater environmental responsibility.	Corporate Responsibility Report: <a href="https://www.tapestry.com/responsibility/resources/">https://www.tapestry.com/responsibility/resources/</a>  2025 Goals: <a href="https://www.tapestry.com/responsibility/resources/">https://www.tapestry.com/responsibility/resources/</a>  2020 Goals & Our Progress: <a href="https://www.tapestry.com/responsibility/resources/CDP">https://www.tapestry.com/responsibility/resources/CDP</a>  Responses: <a href="http://www.cdp.net">www.cdp.net</a>	Materials 103, Water 103, Emissions 103, Effluents and Waste 103
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	Corporate Responsibility Report: <a href="https://www.tapestry.com/responsibility/resources/">https://www.tapestry.com/responsibility/resources/</a>  CDP Responses: <a href="http://www.cdp.net">www.cdp.net</a>	Materials 103, 301-2, Emissions 103, 305-1, 305-2, 305-3
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including	Anti-Bribery & Corruption Policy: <a href="https://tapestry.gcs-web.com/static-files/8c62eb3e-225a-43e9-be86-9e06b7aa0d4b">https://tapestry.gcs-web.com/static-files/8c62eb3e-225a-43e9-be86-9e06b7aa0d4b</a>	Anti-Corruption 103, 205-1, 205-2, 102-17

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	extortion and bribery.	<p>Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e">https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e</a></p> <p>Supplier Code of Conduct: <a href="https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5">https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5</a></p>	